



STATE OF WASHINGTON
OFFICE OF FINANCIAL MANAGEMENT

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August 25, 2014

TO: The Honorable Karen Fraser
The Honorable Jim Honeyford
The Honorable Andy Hill
The Honorable James Hargrove
The Honorable Bruce Chandler
The Honorable Ross Hunter
The Honorable Dan Kristiansen
The Honorable Pat Sullivan
Joint Committee on Employment Relations

The Honorable Curtis King
The Honorable Tracey Eide
Senate Transportation Committee

The Honorable Judy Clibborn
The Honorable Ed Orcutt
House Transportation Committee

FROM: David Schumacher
Director

SUBJECT: STATUS OF 2015-2017 COLLECTIVE BARGAINING

In accordance with RCW 41.80.010(5) and 41.56.473(4)(a), I am writing to provide the status of collective bargaining conducted by the Office of Financial Management (OFM) for the 2015-17 biennium. This document only covers those bargaining units for whom the OFM Labor Relations Section serves as the employer representative. This memo does not include the four-year higher education institutions, and Highline and Yakima Valley community colleges. Because negotiations are ongoing, information in this document regarding the negotiations is confidential.

Collective Bargaining Background

Proposed contracts must be agreed upon and submitted to the OFM by October 1 for OFM certification of financial feasibility and inclusion in the Governor's proposed 2015-17 biennial budget.

Total number of state and higher education employees in the agreements negotiated by OFM: 49,950

- 4,500 are higher education employees in community colleges
- 42,600 are general government employees
- 1,150 are commissioned officers of the Washington State Patrol (WSP)
- 1,700 are with the marine division of the Department of Transportation (DOT)

Total number of master agreements for state employees negotiated by OFM: 22

OFM is negotiating the following agreements with the unions representing state general government and higher education employees:

- 7 master agreement for general government
- 2 master agreements for higher education
- 2 master agreements for commissioned officers of the WSP



- 11 master agreement for the DOT marine division

Total number of agreements for non-state employees negotiated by OFM: 4

OFM is also negotiating the following agreements with unions representing non-state employees:

- 1 agreement covering approximately 25,000 homecare workers
- 1 agreement covering approximately 8,500 family child care providers
- 1 agreement covering approximately 2,500 adult family home providers
- 1 agreement covering approximately # language access providers

Unions currently representing state general government and higher education employees:

- Washington Federation of State Employees, AFSCME Council 28 (WFSE)
- Washington Federation of State Employees-Higher Education
- Washington Public Employees Association, UFCW, Local 365
- Washington Public Employees Association – Higher Education
- International Federation of Professional & Technical Engineers, Local 17
- Service Employees International Union, Local 1199 NW
- Brotherhood of Teamsters, Local 117
- Pacific Northwest Council of Carpenters
- Washington Association of Fish and Wildlife Professionals
- *Brotherhood of Teamsters, Local 760
- *Teamsters 767M
- *Fish & Wildlife Officers Guild
- *International Brotherhood of Electrical Workers, Local 76
- *Washington State Patrol Communications Managers Association
- *United Association of Plumbers and Pipefitters, Local 32
- *International Organization of Master, Mates & Pilots
- *Washington State Nurses Association
- *United Physicians of Washington
- *Affiliated Pharmacists of Washington
- *International Association of Fire Fighters
- *Washington State Patrol Trades Association
- *The Newspaper Guild/Communications Workers of America 37082
- *Washington State Patrol Trades Supervisors Association
- *Fraternal Order of Police
- *Brotherhood of Teamsters Local 174

* OFM negotiates one agreement with these unions as a coalition.

Unions currently representing commissioned officers of the WSP:

- Washington State Patrol Troopers Association
- Washington State Patrol Lieutenants Association

Unions currently representing the DOT marine division:

- Ferry Agents, Supervisors, and Project Administrators Association (FASPAA)
- Inlandboatmen's Union of the Pacific (IBU)

- Marine Engineers' Beneficial Association – Licensed (MEBA)
- Marine Engineers' Beneficial Association – Unlicensed (MEBA)
- Master, Mates & Pilots - Mates (MM&P)
- Master, Mates & Pilots - Masters (MM&P)
- Master, Mates & Pilots – Marine Operations Watch Supervisors (MM&P)
- Metal Trades Unions
- Office and Professional Employees International Union – Local No. 8 (OPEIU)
- Service Employees International Union – Local No. 6 (SEIU)

Unions currently representing non-state employees:

- Service Employees International Union – Local 775 (Homecare workers)
- Service Employees International Union – Local 925 (Family child care providers)
- Washington State Residential Care Council (Adult family home providers)
- Washington Federation of State Employees (Language access providers)

Status of Bargaining

Agreements

Tentative agreements have been reached with the Washington Federation of State Employees (WFSE) for the language access providers and for a supplemental agreement covering Correction employees.

- WFSE for Language access providers. This agreement covers spoken language interpreters that provide services at Medicaid and Department of Social and Health Services appointments. The parties reached a tentative agreement which includes an increase in the hourly rate for both fiscal years 2016 and 2017, funded by removing the reimbursement for mileage, development of a committee to provide advice on certification requirements, creation of a pilot project intended to increase efficiency of interpreter scheduling, and removal of the union security provision.
- WFSE Supplemental Agreement for Correction employees. This agreement covers approximately 1,035 Department of Corrections Community Correction employees. All issues have been agreed to or withdrawn by the parties. Tentative Articles include class specific adjustments and reasonable suspicion drug testing of community corrections officers.

Ongoing Negotiations

OFM is still in bargaining with the following unions. Except for SEIU Local 6, these units/unions do not have interest arbitration. These agreements are historically reached in early to mid-September.

Bargaining Table	Number and Type of Employees Covered	Status of Bargaining & Future Sessions
Coalition of Unions	595 employees in general government	Three remaining sessions scheduled for September 8-10.

Status of 2015-2017 Collective Bargaining

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Bargaining Table	Number and Type of Employees Covered	Status of Bargaining & Future Sessions
Professional and Technical Employees (PTE) Local 17	~2,100 (Employees in DOL, WSP and DOT)	Scheduled for 8/26, 8/27, 9/3, and 9/4. May need more dates depending on the status of WFSE bargaining.
Service Employees International Union (SEIU) 1199NW	800 (Registered Nurses in DSHS and DOH)	Have met on 7/29/14, 8/7/14 and 8/12/14. Likely to need more days.
Washington Association of Fish and Wildlife Professionals (WAFWP)	534 (Biologists and related classifications in DFW)	Scheduled for September 16-18 and 23.
Washington Federation of State Employees (WFSE)	29,800 (Employees in 31 general government agencies.)	Scheduled to bargain 8/19, 8/20, 9/2 and 9/3/2014. Likely to need more days.
Washington Public Employees Association (WPEA)	2,100 (Employees in 9 general government agencies)	Scheduled to bargain 8/13 and 8/14. Likely to need more days.
WFSE- Higher Education	3325 (Employees in 11 community colleges)	9/4/2014
WPEA- Higher Education	1949 (Employees in 13 community colleges)	9/2, 9/3/2014
SEIU Local 6	6 (Custodial staff at Washington State Ferries)	Union is not pursuing arbitration. Negotiations are continuing.

Interest Arbitrations

The following unions have requested interest arbitration. Below is a status of the arbitration hearings.

Bargaining Table	Employees Covered (numbers are approximates)	Status of Arbitration Hearings
Teamsters Local 117	5700 (DOC employees working in prisons and supporting units.)	Arbitration scheduled for 8/18-8/29.
Pacific Northwest Council of Carpenters	22 (Carpenters at WSF)	Arbitration to be held on 8/25, 8/26, & 8/27.
Ferry Agents, Supervisors and Project Administrators Association	40 (Terminal Supervisors at WSF)	Arbitration held on 8/11 & 8/12
Inlandboatman's Union of the Pacific	900 (Deckhands, Terminal and Information Agents at WSF)	Arbitration held 7/30-8/05.
Marine Engineer Beneficial Association (MEBA)- Licensed	175 (Licensed marine engineers at WSF)	Arbitration held 8/7-8/11.
MEBA- Unlicensed	175 (Unlicensed marine engineers at WSF)	Arbitration held 8/7-8/11.

Bargaining Table	Employees Covered (numbers are approximates)	Status of Arbitration Hearings
Metal Trades Unions ¹	76 (Trades and craft employees at WSF)	Arbitration to be held on 8/20, 8/21, & 8/22.
Masters, Mates, and Pilots (MM&P)- Mates	90 (First and Second Mates at WSF)	Arbitration held 8/05-8/07
MM&P- Masters	70 (Masters at WSF)	Arbitration held 8/12-8/13
MM&P- Watch Supervisors	6 (Watch Supervisors at WSF)	Arbitration held 8/19-8/20
Office and Professional Employees International Union Local 8	50 (Administrative support employees at WSF)	Arbitration to be rescheduled
Washington State Patrol Lieutenants Association (WSPLA)	60 (Lieutenants and Captains of the WSP)	Arbitration starts 8/25
Washington State Patrol Troopers Association (WSPTA)	1,102 (Troopers and Sergeants of the WSP)	Arbitration started 8/18

Non-State Employees

As stated above, agreement has been reached with the WFSE for the language access providers. Below is the status of the remaining three agreements.

Bargaining Table	Employees Covered	Status of Bargaining & Arbitration Hearings
SEIU 775NW (Home Care Individual Providers)	Individuals providing home care services to Medicaid recipients.	Bargaining is ongoing The parties continue to meet to discuss the outstanding issues.
SEIU 925 (Family Child Care Providers)	Licensed and unlicensed family child care providers	Mediation is concluded, Arbitration scheduled for August 25-28
Washington State Residential Care Council (Adult Family Home Owners)	2,600 AFH owners who receive payments from Medicaid and state funded long-term care programs	Arbitration scheduled for August 25, 26 and 27.

Health Care Agreement

OFM negotiates a super coalition agreement for health care agreement. This agreement will establish the contribution criteria to be included in all master collective bargaining agreements for 2015-17. Negotiations have begun, with sessions scheduled through September.

If you have any questions, please do not hesitate to contact me.

¹ **Metal Trades Unions:** International Brotherhood of Electrical Workers, Local 46, International Association of Machinists and Aerospace Workers, Local 79, United Sheet Metal Workers International Association, Local 66, International Brotherhood of Teamsters, Locals 117 and 174, International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers, Local 104 and United Association of Journeymen & Apprentices, of the Plumbing and Pipefitting Industry, of the U.S. and Canada, Local 32